



# WAGE DETERMINATION NO: 94-2285 REV (19) AREA: MN,DULUTH

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2285

Revision No.: 19

Date Of Last Revision: 07/26/2002

States: **Minnesota**, Wisconsin

Area: **Minnesota** Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The W Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer Taylor, Washburn

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.96
Accounting Clerk II	10.76
Accounting Clerk III	15.04
Accounting Clerk IV	17.89
Court Reporter	12.53
Dispatcher, Motor Vehicle	14.41
Document Preparation Clerk	10.36
Duplicating Machine Operator	10.36
Film/Tape Librarian	10.85
General Clerk I	7.22
General Clerk II	8.79
General Clerk III	10.54
General Clerk IV	11.83
Housing Referral Assistant	10.69
Key Entry Operator I	9.48
Key Entry Operator II	11.08
Messenger (Courier)	6.92
Order Clerk I	9.92
Order Clerk II	10.72
Personnel Assistant (Employment) I	7.55
Personnel Assistant (Employment) II	9.01
Personnel Assistant (Employment) III	10.72
Personnel Assistant (Employment) IV	12.27
Production Control Clerk	12.16
Rental Clerk	8.57
Scheduler, Maintenance	10.48
Secretary I	10.48
Secretary II	10.92
Secretary III	11.76
Secretary IV	12.86

Secretary V	15.33
Service Order Dispatcher	9.86
Stenographer I	7.83
Stenographer II	8.57
Supply Technician	12.86
Survey Worker (Interviewer)	9.71
Switchboard Operator-Receptionist	8.86
Test Examiner	10.92
Test Proctor	10.92
Travel Clerk I	11.07
Travel Clerk II	11.74
Travel Clerk III	12.41
Word Processor I	8.92
Word Processor II	9.86
Word Processor III	10.32
Automatic Data Processing Occupations	
Computer Data Librarian	11.17
Computer Operator I	10.55
Computer Operator II	12.89
Computer Operator III	15.95
Computer Operator IV	17.73
Computer Operator V	19.62
Computer Programmer I (1)	13.59
Computer Programmer II (1)	16.09
Computer Programmer III (1)	18.99
Computer Programmer IV (1)	23.01
Computer Systems Analyst I (1)	20.24
Computer Systems Analyst II (1)	24.11
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.41
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.40
Automotive Glass Installer	14.99
Automotive Worker	14.99
Electrician, Automotive	15.43
Mobile Equipment Servicer	13.70
Motor Equipment Metal Mechanic	15.92
Motor Equipment Metal Worker	14.99
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	14.50
Motor Vehicle Upholstery Worker	14.24
Motor Vehicle Wrecker	14.99
Painter, Automotive	15.20
Radiator Repair Specialist	14.99
Tire Repairer	13.24
Transmission Repair Specialist	15.92
Food Preparation and Service Occupations	
Baker	8.52
Cook I	9.36
Cook II	10.08
Dishwasher	7.72
Food Service Worker	8.49
Meat Cutter	10.78
Waiter/Waitress	7.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.72
Furniture Handler	12.15
Furniture Refinisher	16.72
Furniture Refinisher Helper	14.50
Furniture Repairer, Minor	15.66

Upholsterer	16.72
General Services and Support Occupations	
Cleaner, Vehicles	7.31
Elevator Operator	8.45
Gardener	9.11
House Keeping Aid I	7.29
House Keeping Aid II	7.72
Janitor	8.45
Laborer, Grounds Maintenance	8.10
Maid or Houseman	7.29
Pest Controller	9.03
Refuse Collector	8.49
Tractor Operator	8.74
Window Cleaner	8.87
Health Occupations	
Dental Assistant	11.36
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	9.77
Medical Laboratory Technician	12.36
Medical Record Clerk	9.77
Medical Record Technician	14.29
Nursing Assistant I	8.16
Nursing Assistant II	9.17
Nursing Assistant III	10.01
Nursing Assistant IV	11.23
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	15.25
Registered Nurse II	18.66
Registered Nurse II, Specialist	18.66
Registered Nurse III	22.58
Registered Nurse III, Anesthetist	22.58
Registered Nurse IV	27.05
Information and Arts Occupations	
Audiovisual Librarian	17.78
Exhibits Specialist I	16.93
Exhibits Specialist II	20.98
Exhibits Specialist III	23.33
Illustrator I	16.93
Illustrator II	20.98
Illustrator III	23.33
Librarian	15.85
Library Technician	11.53
Photographer I	12.59
Photographer II	16.13
Photographer III	19.99
Photographer IV	24.45
Photographer V	29.23
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.70
Counter Attendant	8.70
Dry Cleaner	11.07
Finisher, Flatwork, Machine	8.70
Presser, Hand	8.70
Presser, Machine, Drycleaning	8.70
Presser, Machine, Shirts	8.70
Presser, Machine, Wearing Apparel, Laundry	8.70

Sewing Machine Operator	11.35
Tailor	12.41
Washer, Machine	9.66
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.72
Tool and Die Maker	18.83
Material Handling and Packing Occupations	
Forklift Operator	15.21
Fuel Distribution System Operator	15.07
Material Coordinator	16.33
Material Expediter	16.33
Material Handling Laborer	11.90
Order Filler	9.85
Production Line Worker (Food Processing)	14.45
Shipping Packer	14.21
Shipping/Receiving Clerk	13.42
Stock Clerk (Shelf Stocker; Store Worker II)	15.33
Store Worker I	12.96
Tools and Parts Attendant	14.45
Warehouse Specialist	14.45
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.03
Aircraft Mechanic Helper	15.16
Aircraft Quality Control Inspector	26.40
Aircraft Servicer	16.38
Aircraft Worker	16.99
Appliance Mechanic	15.20
Bicycle Repairer	13.24
Cable Splicer	17.25
Carpenter, Maintenance	16.28
Carpet Layer	16.25
Electrician, Maintenance	20.57
Electronics Technician, Maintenance I	20.94
Electronics Technician, Maintenance II	21.71
Electronics Technician, Maintenance III	22.28
Fabric Worker	15.66
Fire Alarm System Mechanic	17.25
Fire Extinguisher Repairer	15.07
Fuel Distribution System Mechanic	17.25
General Maintenance Worker	14.77
Heating, Refrigeration and Air Conditioning Mechanic	16.04
Heavy Equipment Mechanic	17.81
Heavy Equipment Operator	17.94
Instrument Mechanic	17.64
Laborer	8.49
Locksmith	16.72
Machinery Maintenance Mechanic	17.48
Machinist, Maintenance	15.84
Maintenance Trades Helper	14.50
Millwright	17.25
Office Appliance Repairer	16.72
Painter, Aircraft	15.20
Painter, Maintenance	19.23
Pipefitter, Maintenance	20.71
Plumber, Maintenance	17.48
Pneudraulic Systems Mechanic	17.25
Rigger	17.25
Scale Mechanic	16.25
Sheet-Metal Worker, Maintenance	18.45
Small Engine Mechanic	14.77

Telecommunication Mechanic I	16.17
Telecommunication Mechanic II	16.68
Telephone Lineman	17.25
Welder, Combination, Maintenance	15.68
Well Driller	17.25
Woodcraft Worker	15.68
Woodworker	14.01
Miscellaneous Occupations	
Animal Caretaker	8.04
Carnival Equipment Operator	8.30
Carnival Equipment Repairer	8.67
Carnival Worker	7.34
Cashier	7.09
Desk Clerk	8.41
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.24
Recreation Specialist	11.65
Recycling Worker	9.61
Sales Clerk	8.69
School Crossing Guard (Crosswalk Attendant)	7.60
Sport Official	8.24
Survey Party Chief (Chief of Party)	15.80
Surveying Aide	10.62
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.88
Swimming Pool Operator	9.33
Vending Machine Attendant	8.37
Vending Machine Repairer	9.33
Vending Machine Repairer Helper	8.41
Personal Needs Occupations	
Child Care Attendant	8.41
Child Care Center Clerk	10.48
Chore Aid	8.10
Homemaker	13.40
Plant and System Operation Occupations	
Boiler Tender	18.60
Sewage Plant Operator	17.61
Stationary Engineer	18.94
Ventilation Equipment Tender	14.50
Water Treatment Plant Operator	18.18
Protective Service Occupations	
Alarm Monitor	11.90
Corrections Officer	15.70
Court Security Officer	16.73
Detention Officer	15.48
Firefighter	14.43
Guard I	8.41
Guard II	9.41
Police Officer	18.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.14
Hatch Tender	16.14
Line Handler	16.14
Stevedore I	14.20
Stevedore II	16.63
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46

Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	15.10
Archeological Technician II	17.00
Archeological Technician III	20.98
Cartographic Technician	20.91
Civil Engineering Technician	19.07
Computer Based Training (CBT) Specialist/ Instructor	20.24
Drafter I	11.84
Drafter II	13.21
Drafter III	16.93
Drafter IV	20.98
Engineering Technician I	14.07
Engineering Technician II	16.36
Engineering Technician III	18.30
Engineering Technician IV	22.68
Engineering Technician V	27.75
Engineering Technician VI	32.76
Environmental Technician	19.07
Flight Simulator/Instructor (Pilot)	22.20
Graphic Artist	16.94
Instructor	17.78
Laboratory Technician	15.26
Mathematical Technician	19.77
Paralegal/Legal Assistant I	11.30
Paralegal/Legal Assistant II	13.30
Paralegal/Legal Assistant III	16.27
Paralegal/Legal Assistant IV	19.68
Photooptics Technician	20.72
Technical Writer	17.80
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.69
Weather Observer, Senior (3)	16.08
Weather Observer, Upper Air (3)	14.69
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.02
Parking and Lot Attendant	11.83
Shuttle Bus Driver	15.42
Taxi Driver	13.39
Truckdriver, Heavy Truck	15.10
Truckdriver, Light Truck	13.92
Truckdriver, Medium Truck	14.48
Truckdriver, Tractor-Trailer	15.10

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as

numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives, incendiary materials. All operations involving regrading and cleaning of artillery. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order of classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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